

COUNTY ADMINISTRATOR PERFORMANCE EVALUATION
PINELLAS COUNTY

The purpose of this portion of the evaluation process is to obtain feedback concerning the performance of Barry Burton from the Board of County Commissioners. This constructive feedback will provide Mr. Burton with information and insights useful to him as he performs his duties as County Administrator. The evaluation will also reflect the values the Board Members believe are important for the County Administrator to possess.

Annual Evaluation Date: September 28, 2020_____

Commissioner's Name: Gerard_____

Please use the following scale in rating each of the measures:

(1 is "lowest" and 5 is "highest")

1	UNACCEPTABLE – Criteria being evaluated is well below expectations.
2	BELOW EXPECTATIONS - Criteria being evaluated is somewhat below
3	MEETS EXPECTATIONS - Criteria being evaluated is generally is good.
4	ABOVE EXPECTATIONS - Criteria being evaluated exceeds expectations.
5	EXCEPTIONAL - Criteria being evaluated is exceptional.
Unknown	HAS NOT OBSERVED.

I. Communication Skills

1. Oral and written communication is clear and articulate; County Administrator has the ability to effectively speak on behalf of the organization.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

2. County Administrator outlines issues effectively and provides meaningful alternatives.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

Barry has handled the COVID crisis exceptionally well, coordinating responses from all parts of the community and the county administration. He has been a steady hand and a calming voice.

3. County Administrator is responsive to inquiries from Board Members.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4 X	5	unknown

Comments:

I have always found Barry to be very responsive to my requests and inquiries. I never have to wait for an answer and I think he does a great job balancing the differing points of view on the commission.

4. Open/accessible to the public; treats public, elected officials and staff with respect and willingness to listen and consider their input. Encourages open communication between Commissioners and staff.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

II. Interpersonal/Character Skills

1. Is a “self-starter”; demonstrates creativity; willing to initiate projects; visionary.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

2. Sincere and straightforward; projects an image of being trustworthy.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

3. Demonstrates good judgment; exhibits critical thinking skills.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

III. Leadership/Management Skills and Abilities

1. Creates an atmosphere for a highly efficient and effective organization; establishes an organizational environment that has high standards for performance, quality, and customer service.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

Again, Barry has handled the pandemic from the start with organization, efficiency and good humor.

2. Has effectively developed leaders in the organization; cultivates talent for future management positions.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4 X	5	unknown

Comments:

Barry has brought in some great additions to the staff and obviously is a good judge of people.

3. Administrator holds staff accountable and ensures that staff assigned to projects are meeting or exceeding expectations regarding quality of work and projected schedules.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4 X	5	unknown

Comments:

Don't really see this aspect demonstrated as much, but we have accomplished a lot, so that must mean something.

4. Makes decisions based on the community's needs, rather than any personal agenda.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

This year has been a huge balancing act between the needs of the community and the needs of the organization. The health and safety of both have been his highest priority.

5. Accurately reflects the Board's fiscal philosophy and demonstrates leadership in establishing and meeting budget goals.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

Barry took on the challenge of facing shortfalls from the COVID crisis and presented us with a budget that took a very conservative approach. He refused to make commitments that we may not be able to meet and I think that is wise.

6. Interacts well/works with the county's Constitutionals.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

7. Interacts well/works with State and Federal officials.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4 X	5	unknown

Comments:

We don't see much of those interactions but based on his interpersonal relationships with other professionals and elected, I am sure he works well with them.

8. Interacts well/works with municipalities and local organizations.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

9. Builds partnerships where appropriate and effectively advocates the County's position without "burning bridges."

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:

10. Overall, how would you rate the County Administrator's performance?

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	unknown

Comments:
